



S.A.R.A.'S TREASURES PAY SCALES

Shift Supervisor

Step 1: \$7.50 per hour

Step 2: \$7.75 per hour
(Eligibility: at least 20 shifts satisfactorily* worked and a performance review which recommends the increase.)

Step 3: \$8.00 per hour
(Eligibility: at least 20 shifts satisfactorily* worked since previous increase, and a performance review which recommends the increase.)

Step 4: \$8.25 per hour
(Eligibility: at least 20 shifts satisfactorily* worked since previous increase, and a performance review which recommends the increase.)

Step 5: \$8.50 per hour
(Eligibility: at least 20 shifts satisfactorily* worked since previous increase, and a performance review which recommends the increase.)

* If employee has received an incident report, eligibility for a pay increase will shift to:
At least 20 shifts satisfactorily worked after date of last incident report, with a performance review and recommendation by Shop Management staff.

We know that these pay rates are less than the Oregon minimum wage. As a non-profit organization with revenues expected to go as much as possible towards our charitable mission, we are exempt from the minimum wage.

Most of us started as unpaid volunteers with this organization, and we all work for as little as we possibly can, no matter what the level of our position is. Every dollar raised that can go directly to animal rescue, rather than to wages and other expenses, helps relieve the suffering of an innocent animal! Thank you for your understanding!